

MEETING 10/04/2014

Ref: 11605

ASSESSMENT CATEGORY - Improving Londoners' Mental Health

Paladin - National Stalking Advocacy Service CIC

Adv: Jenny Field

Base: Lambeth

Benefit: London-wide

Amount requested: £120,000

{Revised request: £140,000}

Amount recommended: £140,000

Purpose of grant request: A caseworker to assist and support traumatised London female victims of stalking and harassment.

Background

Paladin is a new organisation that has been established by Harry Fletcher, (for many years, Assistant General Secretary of Napo, the trade union for the probation service and family courts) and Laura Richards, a criminal behaviour analyst and an adviser to the Association of Chief Police Officers (ACPO). Its inception followed a campaign that gathered cross-party support and which resulted in stalking becoming a crime in May 2012. It was officially launched in July 2013 in the House of Lords by Baroness Brinton.

Its aims are to provide advocacy for victims of stalking; expertise in risk identification; and safety and security advice for victims' families. It is a Community Interest Company of which the charity, Safer Places, holds a 30% share. It is constituted so that in the event of it being wound up due to insolvency, its assets would be transferred to Safer Places once all its liabilities had been met.

Safer Places provides accommodation and community based support to victims of domestic violence and their children. It is overseeing Paladin's development and is providing all the necessary organisational infrastructure to support Paladin's delivery of direct services. The financial function is being separated from the main activities of Safer Places through a separate bank account, management and statutory accounts and independent auditors.

The Company Secretary of Safer Places is a board member of Paladin which in turn reports quarterly to the trustees of Safer Places. As this is Paladin's first year of operation, and given the close relationship between the two organisations, it is proposed that if you agree to make a grant today that it is received by Safer Places on behalf of Paladin.

Funding History

None

Current Application

This application has been made under your 'Improving Londoners' Mental Health' programme. In the majority of cases, stalking takes place over several years, causing severe psychological distress – over 80% of stalked women suffer significantly with psychological and mental health issues. Figures from the ACPO

Homicide Working Group 2003, for example, showed that 1 in 2 victims had been stalked for more than 18 months and 42% stalked for more than 2 years. 50% of stalking victims are victims of domestic violence, with domestic violence stalkers more likely to be violent than any other type of stalker.

Funding for one London Caseworker over three years has been secured from Trust for London (TFL). You are requested to provide funding for a second London Caseworker over three years. However, funding from TFL totals £100,000 over three years, leaving a shortfall of £20,000. Paladin has therefore revised their request to include this sum in addition to the £120,000 originally requested. If this funding is agreed, one of the Caseworkers will cover North London, the other South London. The Caseworker is responsible for working directly with victims, risk assessing new referrals and ensuring that the victim's voice is heard locally and at appropriate risk management meetings. The person appointed will work closely with local agencies and the Metropolitan Police to ensure that there is a co-ordinated, multi-agency approach that is responsive to the needs of high risk victims of stalking.

National Stalking Helpline statistics (2011) show that the majority of victims are women (80.4%) and Paladin's services, therefore, predominantly target female victims. The caseworker would support between 20 and 30 women at any one time, meaning that at least 50 to 60 women would benefit annually. Issues arising from the casework will be used to inform the wider policy debate. In addition, it is proposed to establish a network of victims to provide each other with mutual support.

Financial Observations

Paladin

Paladin registered with Companies House on 15th January 2013 and commenced trading in April 2013. Its first set of accounts will therefore cover the 15 months to 31st March 2014. The financial information provided in the Question 8 of the application form shows this first year based on actual income and expenditure to December 2013 and projected figures for the final 3 months of the year to 31st March 2014. Income is projected to be £339,523, of which £247,866 (73%) had been confirmed as at 28 January 2014. After expenditure of £214,975, a surplus of £124,548 (37% of turnover) is projected, entirely on unrestricted funds. Paladin has not yet developed a formal reserves policy but is likely to set a target of holding three months' worth of running costs in reserve. Free reserves after the first year are projected to total £124,548, which equate to 3.7 months' worth of forecast 2014/15 expenditure.

Paladin's forecast for the coming year 2014/15 shows income of £408,804, of which £268,804 (66%) was confirmed as at 28th January 2014. Projected expenditure is £310,180, leaving an overall surplus of £98,624, comprising £63,624 on restricted funds and £35,000 on unrestricted activity.

Safer Places

Audited accounts for the year ended 31st March 2013 show a surplus of £333,912 (11% of turnover) wholly on unrestricted funds. Its reserves policy is to hold sufficient reserves to continue its services for 3 months in the event of a significant variation in income; meet its pension liability; and to support its planned maintenance programme for the properties it owns. Free unrestricted reserves of £957,595 were

held as at 31 March 2013, equating to 3.8 months' worth of operating costs based on projected expenditure for 2013/14. A deficit of £74,000 is projected for 2013/14.

Officer's Appraisal

Paladin is well-networked in to organisations such as the National Stalking Helpline, Women's Aid, Refuge and other organisations in contact with women who are traumatised as a result of being stalked. It is currently working in partnership with Sara Charlton Charitable Foundation and Women's Aid, for example, to campaign for a new law to criminalise domestic violence. Providing a voice for those traumatised through being stalked will help to reduce the psychological distress caused and this application is therefore a good fit with your 'Improving Londoner's Mental Health' programme.

Recommendation

£140,000 over three years (£46,000; £46,500; £47,500) towards the salary of a Caseworker and to meet the shortfall in the salary of a second caseworker to provide an advocacy service for victims of stalking in London, the grant to be received by the charity Safer Places.



The City Bridge Trust

Charity Registration Number: 1035628

Working with Londoners: Application for a grant

Please read the guidance notes before completing this form

Reference:
(office use only)

11605

Date Received:

27. Dec 12

Programme
Area:

3

1. About your organisation

Name of organisation applying for grant: Paladin - National Stalking Advocacy Service CIC	
If the organisation is part of a larger organisation, what is its name? Safer Places (charity no 1018832 - established 1976)	
Address for correspondence [REDACTED]	
Postcode: [REDACTED]	
Is this your home address? Yes	
Contact person: Mr Laura Richards/Harry Fletcher	Position: Co-Directors
Phone: [REDACTED]	Fax: [REDACTED]
E-mail: [REDACTED]	
Website:	
Legal status of organisation: Community Interest Company - Company No 02789572	
If registered, please give charity number: Safer Places - 1018832	
Year and month organisation established: Paladin NSAS December 2012	

2. Request for funds

Under which of the Trust's themes are you applying (see our website or brochure for further details)? Improving Londoners' mental health
Purpose for which funds are requested: (25 words maximum) A caseworker to assist and support traumatised London female victims of stalking and harassment.
How much funding is requested? Year 1: £40,000 Year 2: £40,000 Year 3: £40,000 Total: £120,000

3. Aims of your organisation

To change society's preception of stalking - it is an evil act that brings intimidation, fear and sometimes death to the victim. The behavioural characteristics of the stalker are easily recognised, yet practitioners and professionals in the criminal justice system struggle to indentify, assess and manage risk.

4. Main activities of your organisation

Laura Richards and Harry Fletcher have campaigned for early risk assessment and intervention by the police and the courts. We engage in awareness raising projects to attempt to change attitudes. The stalking victims' advocacy service will be unique and pioneering: it will give a voice to victims and provide advocacy, support, expertise in risk identifcation, intervention crucial to homicide prevention, and safety and security advice for victims families. In addition the service will campaign in parliament and in the press, by extrapolating from casework experiences and will be engaged in post-legislative scrutiny.

5. Number of staff

Full-time	Part-time	Management committee members	Active volunteers
4	2	6	10

6. How do you support your volunteers?

Volunteers are supported by Laura Richards who provides guidance and advice on risk so that volunteers can help and support each other.

7. Property occupied by your organisation

Is the main property owned or leased/rented by your organisation?	If leased/rented, how long is the outstanding lease/rental agreement?
Rented	Three years

8. Finance

DRAFT FORECAST

From your most recent audited or independently examined accounts, complete the following:

Financial year ended -

Month: March

Year: 2014

Income received from:	£
Voluntary income	247,866
Activities for generating funds	
Investment income	
Income from charitable activities	91,657
Other sources	0
Total Income	339,523

Expenditure:	£
Charitable activities	208,077
Governance costs	1,686
Cost of generating funds	5,212
Other	0
Total Expenditure	214,975
(Deficit)/surplus for the year:	124,548

Asset position at year end	£
Fixed assets	
Investments	
Net current assets	124,548
Long-term liabilities	
*Total A	124,548

Reserves at year end	£
Endowment funds	
Restricted funds	41,050
Unrestricted funds	83,498
*Total B	124,548

* Total A and Total B must be the same and should be taken from your balance sheet

9. Statutory funding

For the financial year above, what % of your income was from statutory sources?
0%

10. Material changes

Describe any material changes to the organisation's activities, structure or financial position since the date of the most recent accounts:

11. Previous applications to the Trust

Have you applied to the Trust before? If so, please give details:					<input checked="" type="checkbox"/>
Month/Year: -	/ -	Ref:	Grant received: £	OR application rejected	<input type="checkbox"/>
Month/Year: -	/ -	Ref:	Grant received: £	OR application rejected	<input type="checkbox"/>
Month/Year: -	/ -	Ref:	Grant received: £	OR application rejected	<input type="checkbox"/>

12. Previous funding received

Funding received by your organisation from the following sources during the last **THREE** years:
(i) City of London (other than the City Bridge Trust) **(ii)** London boroughs **(iii)** London Councils (formerly ALG)
(iv) Health authorities **(v)** Central government departments **(vi)** Other statutory bodies (e.g. Housing Corporation, Arts Council) - List source, years and annual amounts:

	Year: 2009	Year: 2010	Year: 2011
(i) None			
(ii) None			
(iii) None			
(iv) None			
(v) None			
(vi) None			

13. Previous grants received

Grants received by your organisation from charitable trusts and foundations (other than the City Bridge Trust) during the last **TWO** years. List source, years and annual amounts:

	Year: 2010	Year: 2011

14. What steps is your organisation taking to reduce its carbon footprint?

The Advocacy Service will be located in a building which has a current 'lights off' policy and which has replaced its lighting with a low energy source; that uses food sources locally; and that encourages its staff to use public transport. The Advocacy Service will not be travelling by airplane outside of the UK, or for that matter within it. In addition conference calls will be used to replace meetings where possible to reduce travel.

15. Purpose

Complete this section whatever the amount of grant requested. **In addition**, if the request is for £25,000 or more in total, a fuller proposal should be sent with this form. Also, if your application is for all or part of new or existing post(s), please enclose a copy of the relevant job description(s) including the salary level.

In order to provide the right information, please refer to guidance note 15 before completing this section.

The application for a grant is to provide funds to employ a London caseworker for an advocacy service for predominantly female victims of stalking.

During the past 18 months we have campaigned, with all Party support, to establish a specific stalking law for England and Wales. During the course of the campaign we met with scores of politicians from all Parties, including Leaders; and eventually secured the support of Yvette Cooper, on behalf of the Labour Party, Lynne Featherstone, for the Liberal Democrats and, finally, in March this year, of the Prime Minister. Stalking became a crime at the beginning of May 2012.

At the centre of the campaign were the female victims themselves, who were able to relate their appalling experiences to a unique independent parliamentary inquiry which we set up. They were able to explain how they were not taken seriously by the criminal justice system and how they were victimised again should their stalker take out vexatious applications through the civil and family courts.

We believe that an advocacy service is needed to complement the legislation we fought for. By working with women who are being stalked and by helping them access the criminal justice and family court systems properly, the project will be able to make a difference to their lives. In the majority of cases stalking activity can go on for years and cause severe psychological stress. Over half of women who are stalked in real life and online suffer severe post traumatic stress disorder symptoms, similar to that of a bombing victim. Research has shown that 80% of stalked women suffer significantly with psychological and mental health issues. Most stalking victims are isolated and frightened. Over the last two years we have gathered numerous examples of women who have lost their jobs, had nervous breakdowns, suffered from anorexia and been confined to their homes. The overwhelming majority feel stigmatised and are extremely vulnerable.

Part of the project will be to produce detailed guidance for employers to help them support employees who have been exposed to the trauma of stalking or harassment. In addition the project would offer advice and support to any individual London employees who have been stalked and traumatised. Similar guidelines will be produced for GPs, social workers, church leaders and local authority councilors.

The project will work closely with the Stalking Helpline, Womens Aid, Womens Refuge and other organisations that come into contact with traumatised stalking victims. We will work with those women who are at high risk. The main objectives will be:

- Advocacy and support for and empowerment of vulnerable high risk female victims;
- The provision of expertise on risk identification, assessment and management;
- To advise on safety and security for victims and their families;
- To extrapolate from case material and campaign for further change in the press and parliament.
- To establish a network for victims to provide mutual support
- To engage in test case advocacy

We have been actively recruiting a team of parliamentary patrons. Currently those who have agreed are: Lord Ramsbotham (Cross Bencher); Baroness Howe (Cross Bencher); Baroness Royall (Labour Leader in the Lords); Robert Buckland MP (Conservative); Baroness Scotland (former Labour Attorney General); Baroness Linklater (Liberal Democrat); Baroness Brinton (Liberal Democrat); Elfyn Llwyd (Plaid Cymru). We will also be recruiting a reference group comprising female victims of stalking and frontline probation officers, police officers and lawyers; who have a thorough understanding of the needs of victims and why perpetrators should be properly treated.

16. Explain how you will monitor and evaluate both your own outcomes and those of the programme under which you are applying.

All casework interventions will be monitored and outcomes measured using the attached data spreadsheet. We believe we have the right experience and have shown this by delivering a new law, through parliament, in a period of just over a year. We believe passionately that passing the law is not enough; support and advocacy for victims and further campaigning is needed in order to deliver protection properly

17. Beneficiaries

How many people will benefit from the grant per year? **The London caseworker would support 20-30 women at any one time - minimum 50-60 per year**

In which local authority is your organisation based?

Lambeth

Which borough(s) of Greater London will benefit from this grant?

(if more than one, please give % for each)

The service will be offered to all 32 London Boroughs and the City of London

At what address will the activity be located? **The Centre for Crime and Justice Studies, 2 Langley Lane, SW8 1GB**

What age group will benefit? **All**

What will the ethnic grouping(s) of the beneficiaries be?

	%		%
White - British		Black - Caribbean	
White - Irish		Black - African	
White - Other (please describe)		Black - Other (please describe)	
Asian - Indian		Black - British	
Asian - Pakistani		Chinese	
Asian - Bangladeshi			
Asian - Other (please describe)		Other (please describe)	

Open to everyone

YES

What proportion of the beneficiaries will be disabled people?

Not possible to ascertain at this stage but would intend to work with relative local and national charities

18. Funding required for the project

What is the total cost of the proposed activity/project?

(List main expenditure headings and amounts)

Expenditure heading	Year 1 £	Year 2 £	Year 3 £	Total £
Staff Salaries	190,000	190,000	190,000	570,000
Staffing Overheads	25,000	25,000	25,000	75,000
Office rental	25,000	25,000	25,000	75,000
Office overheads (IT, phone, facilities)	20,000	20,000	20,000	60,000
Printing, conferences, expenses	20,000	20,000	20,000	60,000
TOTAL	280,000	280,000	28,000	840,000

What income has already been raised?

(List amounts and main sources)

Source	Year 1 £	Year 2 £	Year 3 £	Total £
Westminster Trust	50,000	50,000	50,000	50,000
Kenneth Green Associates	25,000	25,000	25,000	75,000
JRRT (provisional)	35,000	35,000	35,000	105,000
Police Mutual	15,000			
TOTAL	125,000	110,000	110,000	345,000

What other funders are currently considering the proposal?

Second Stage - Esmee Fairbairn (£35,000), Big Lottery Foundation (£120,000), Trust for London (£40,000)

19. Funding requested from the Trust

How much is requested from the Trust? (List main expenditure headings and amounts)

Expenditure heading	Year 1 £	Year 2 £	Year 3 £	Total £
London Case Worker	40,000	40,000	40,000	120,000
TOTAL	40,000	40,000	40,000	120,000

20. Funding requested from the Trust (continued)

When will the funding be required? **If possible by end of February 2013**

Is the activity to continue beyond the period for which funding is requested?

If so, how will it be resourced? **Ideally we would want the activities to continue beyond the three year period. We will be actively fundraising during this time and also be in regular dialogue with the Home Office, the Ministry of Justice and advisors at Number 10 about future state funding.**

If any planning or other statutory consents are required for the project to proceed, what stage have the applications reached? **No consents are needed.**

Declaration on behalf of applicant organisation

I, **Harry Fletcher** (your name)

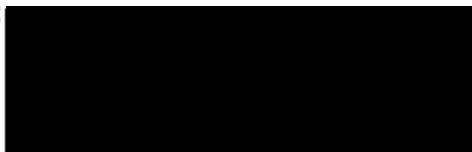
am an authorised representative of

Paldin - National Stalking Advocacy Service (your organisation)

within which I am **Co-director** (your position)

To the best of my knowledge, all the information that I have provided in this application form is correct

Signature



Date

20/12/12

Return the completed form to: The City Bridge Trust

City of London

PO Box 270

Guildhall

London EC2P 2EJ

Please

- **do not send this application by fax or e-mail** – unless applying online, applications must be posted to the Trust
- **do send the information in the checklist** – if items are missing, your application will be returned to you
- **do send only the information in the checklist** – if further information is required, we will contact you
- **do ensure you have signed and dated this form** – we cannot accept forms which have not been signed and dated
- **do use the correct postage** – the completed form and additional materials are likely to exceed 100g in weight